

EMPLOYEE BENEFITS
RMIN 5110
FALL 2009

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Required course material

Employee Benefits, Beam, B.T., Jr., and J.J. McFadden, 8th Edition, Dearborn Publishing, 2007.

Prerequisite: Rmin4000 – Risk Management and Insurance

Course description

The course is designed to provide the student with a foundation of knowledge regarding the design and management of employee benefit plans. Major categories of benefits to be covered include death benefits, health benefits, disability benefits, and retirement plans. For each type of benefit, emphasis will be placed on plan design options, relevant government regulations, and income tax implications. Current issues and recent developments in this ever-changing field will also be discussed.

Grading

Grades for this course will be determined using the following weights applied to your percentage score on the corresponding item:

Highest three exams	90% (30% each)
Project	<u>10%</u>
	100%

You are required to take three of the four tests. No makeup exams will be given. If you decide to take all four exams, the highest three will count towards the exam component of your grade.

Project

Instructions for the project will be distributed separately.

Grading scale

Grades will be based on your average percentage score using the weights above. Letter grades will be assigned based on average percentage scores as follows:

90-100%=A	85-89.9%=B+	80-84.9%=B	75-79.9%=C+
70-74.9%=C	60-69.9%=D	<60%=F	

If the class average on an exam (other than final exam) is below 80 percent, then the exam will be curved to obtain a class average of 80 percent. In some instances, a minus grade will be given to a student near the top of the range for a lower plus grade when a significant gap is present between that student and other students in the same plus range. For example, a student with an average of 89.5 might be given an A- rather than a B+ when the next student below him/her has an 88 average. Minus grades will be given only when they increase a student's grade.

Potential curve

After the final exam, a curve will be implemented, as needed, to achieve the following minimum grade distribution. This curve will be applied only when it results in a higher letter grade than grades based on average percentage scores (grading scale above). Grades will be assigned to assure that, at a minimum, the top 25 percent of students receive an A or higher; the top 75 percent of students receive a B or higher; and the top 90 percent of students receive a C or higher. However, even when grades are based on ranks, I reserve the right to give a C- or lower grade to any student with an average below 60 percent. Note that more than 25 percent of students might receive an A, more than 75 percent of students might receive a B or higher, and 100 percent of students might receive a C or higher – the maximum number of higher grades is not limited – the curve gives the minimum proportion of students that will receive the specified letter grades. (Note: the top 25%, 75% or 90% will be based on truncation. For example, in a class with 70 students, the top 25% will be considered the top 17 students)

In order to help you decide whether to take the final exam, before the final exam, I will provide you with your pre-final average and tentative letter grade. The tentative grade will be at least as high as your grade based on the grading scale above. After the final exam is reflected in the class grade distribution, your grade will be at least as high as the tentative grade based on your pre-final average.

Exams

There will be three exams during the semester, as well as a **comprehensive** final exam. There will not be any makeup exams. **A score of zero will be given for any missed exams. The final exam must be taken at the time scheduled by the university**, unless the Office of Student Affairs has approved of a rescheduling, in which case I reserve the right to administer a different exam.

Examination papers will not be returned to the student. We will go over the answers to frequently missed exam questions in class. In addition, exams can be reviewed in my office by appointment. You may write on the exam paper while reviewing exams, but should not make any other written notes while reviewing exam. **Moreover, no student will be allowed to take his or her exam from the classroom or copy exam questions.** If you have any concerns about an exam, please express your concern **in an email** to me **within three days** following the in-class exam review.

Attendance

Attendance will be taken regularly. Note that a student who incurs an excessive number of absences may be withdrawn from the class at the discretion of the instructor. You should promptly inform me of any situation that requires your extended absence from the class and obtain an excuse from the Office of Student Affairs. If you miss a class, you should ask another student for a copy of his/her notes.

Guest Speakers

We will have guest speakers during the semester. Dates for speakers will be announced in advance. Attendance is required on days with guest speakers, and students are expected to be courteous and respectful to speakers. This includes arriving on time, paying attention, and demonstrating interest by participating and asking questions when appropriate.

Academic honesty and student conduct

Academic honesty policy: <http://www.uga.edu/honesty/>

Code of student conduct: <http://www.uga.edu/judicialprograms/code.htm>

Classroom conduct

University policy prohibits smoking, food or drink in all classrooms. Please **turn off cell phones** or put on silent mode during class. Internet surfing, emailing or other computer or electronic device usage unrelated to class is not appropriate during class time.

Class web page and listserv

To reach the class web page, go to <http://elc.uga.edu/> You may check your grades and download class handouts from the class web page. A class listserv is used as the primary means to make important announcements. Any message communicated to the listserv is considered communicated to the entire class. I encourage you to check your e-mail on a daily basis.

Important dates, information and announcements – Fall 2009

See http://www.terry.uga.edu/insurance/news_events.html for Rmi dept news and announcements

Tu, Sep 22

Exam 1

Th, Oct 29

Exam 2

Th, Nov 12, 4 p.m.

Project due

Tu, Dec 1

Exam 3

Fri, Dec. 11, 3:30-6:30

Final Exam (comprehensive)

The course syllabus is a general plan for the course; deviations announced to the class by the instructor may be necessary.